

CORPORATE POLICY

GENERAL PRINCIPLES

We undertake to using all resources and implementing appropriate measures necessary to ensure ongoing compliance with the corporate policy. We monitor the latest industry developments and update management systems accordingly to ensure ongoing compliance with applicable legal, autonomous and normative requirements. All employees are required to align their decision making and actions with the corporate policy, and in doing so, consistently ensure the achievement of continuous improvement.

We pursue the above principles while taking into account opportunities and risks to protect the company from risks that could threaten its continued existence and to ensure its long-term success.

EMPLOYEES, OCCUPATIONAL HEALTH AND SAFETY

Our employees and their competence are essential to the success of the company. Maintaining the health of our employees while they carry out their professional activities is therefore a high priority.

Taking into account the skills and needs of employees and providing them with the necessary work equipment is part of our corporate culture. Continuous training and further education are a matter of course for us as they are both crucial to continual professional development and maintaining motivation.

We promote a safe and healthy working environment that helps prevent physical, mental and social injuries, illnesses and stress. This applies both to our employees and to external persons.

Occupational health and safety risks in the workplace are, to the best of our knowledge, avoided through the ongoing maintenance of an occupational health and safety management system as well as compliance with applicable legal requirements and SICK's corporate standards and procedures.

Our managers conduct regular risk assessments to evaluate the potential for hazards and risks, determine appropriate protective measures, and identify opportunities for improvement.

Such assessments also include the consideration of ergonomics in the selection and provision of work equipment and machinery.

Employees become personally involved in occupational health and safety through their active participation in training programmes, which teach the safe operation of equipment and machinery and the desired outcomes of the required administrative measures.

Our well-established emergency management system enables us to respond appropriately to hazardous incidents. In the event of an accident or close-call, as well as in the case of critical events, systematized follow-up assessments are carried out to define preventive protective measures.

The Executive Board, senior management and works council (where applicable) collaborate to implement and promote holistic and comprehensive systems for health and safety.

INFORMATION SECURITY & DATA PROTECTION

The appropriate protection of our information and business processes ensures the independence of our company. With regards to information security, the appropriate protection of our information in terms of confidentiality, integrity, and availability, we follow the internationally recognized ISO 27001 standard and the associated ISO 27002 controls.

We are aware of the special responsibility when dealing with personal data. Therefore, it is a matter of course for us to comply with the applicable laws and regulations on data protection.

QUALITY

The customer is at the center of everything we do. We recognize their needs at an early stage, respond quickly to their desires or concerns, and develop innovative solutions, using our technological expertise and full commitment. We see our customers and suppliers as partners with whom we work together on a long-term basis.

We ensure the security of our solutions during operation for the customer and in the processing of the data entrusted to them for the full lifecycle.

The quality of our products and services ensures the sustainability of our economic success and forms a unique selling proposition. We see it as an opportunity to learn from mistakes, regardless of where and why they occurred. Continuous improvement is our intrinsic attitude and therefore the basis of our actions and the path to the zero-defect goal.

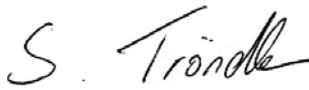
ENVIRONMENTAL AND ENERGY MANAGEMENT

We are aware of our special responsibility for the environment and are committed to sustainability in environmental protection. For us, this means in particular the economical use of resources, the minimization of environmental emissions, and the use and development of environmentally friendly and energy-saving products. We also understand this to mean the development of products that make a positive contribution to environmental protection through their function. In all of this, energy efficiency is an essential building block for sustainable environmental protection, and we strive to continuously improve it.

Waldkirch, 26th October 2023



Dr. Niels Syassen
Member of the Executive Board



Susanne Tröndle
Chairwoman of the Group Works Council